

Kirkwood Community College, Cedar Rapids

Gap Training – Skills Development for Targeted Populations

Continued Implementation of Continuing Education Certificate Program Tuition Assistance Program

This program is being funded as a pilot project from Kirkwood’s annual Workforce Training and Economic Development Fund (260C.18A) allocation that is partially supported from the Grow Iowa Values Fund (GIVF). Des Moines Area Community College and Eastern Iowa Community College District are conducting similar programs.

Project Description:

- The Gap Tuition Assistance program began in Winter of FY07. Continuing Education has numerous certificate programs developed that increase the skills of the available workforce and incumbent workers for the industry sectors of Advanced Manufacturing, Health, and Information Technology. Iowa’s underemployed, unemployed, and welfare-to-work population can benefit from these certification programs to enter jobs that provide sustainable wages.
- Certificate programs that are eligible for tuition support through the GIVF are those programs that offer a credential, a state, national or locally recognized certificate, preparation for a professional exam/licensure, provide endorsement to existing credential/license, or represent recognized skill standards defined by industry. GIVF does not replace existing training and tuition resources but will target a currently under-served population in the region. GIVF tuition assistance is the funder of last resort. Additionally, non-credit certificate programs are not eligible for financial aid, the use of GIVF to a targeted population for non-credit certificate programs, fills the gap in providing educational/skill training resources to populations that would not otherwise be able to afford the training.
- Funding for FY10 is necessary to continue to generate knowledge about the programs and resources that are available through the program. Data does suggest that there is definitely interest in the community in this tuition assistance program. We need to continue to work on improving the application process to encourage more applications.
- Skills-to-Employment and Continuing Education are committed to the pursuit of the CareerLink funding source to supplement this request.
- Target Population: Persons earning up to 80 percent of the area median family income (MFI) will be eligible to receive tuition assistance for approved continuing education certificate programs.
- Monitor and Follow-up: Performance targets are defined for this target population, including the number of persons to be served, the performance measure for credential attainment and job placement. Thus, staffing to provide both intake and career assessment services as well as program monitoring and post-program follow-up is necessary to ensure the success of persons entering non-credit certificate programs.
- Industry Impact: The investment in tuition funds for targeted populations will assist in building the available workforce’s skills as defined by industry partners in the Advanced Manufacturing, Information Technologies, and Healthcare fields.

Progress to Date:**Referrals**

Referrals FY07 (9/06-6/07)	176
Referrals FY08	540
Referrals FY09	926
Referrals FY10 (to date)	442
Total	2084
Interviews FY07 (9/06-6/07)	25
Interviews FY08	86
Interviews FY09	142
Interviews FY10 (to date)	67
Total	320

Participants

Approved Participants FY07 (9/06-6/07)	19
Approved Participants FY08	66
Approved Participants FY09	81
Approved Participants FY10 (to date)	53
Total	219

Program Information (to date)	FY07	FY08	FY09	FY10	Total
75 Hour Nurse Aide	6	19	18	15	58
A+ Certificate	0	1	1	0	2
Advanced Workplace Computing Certificate	0	1	0	0	1
Basic Workplace Computing Certificate	0	1	0	1	2
Bookkeeping Certificate	0	2	3	0	5
Call Center Customer Service Certificate	0	0	0	5	5
Career Welding	0	0	0	1	1
Certificate in Office Professionals	2	5	7	1	15
Certificate in Web Site Design	0	0	8	3	11
Certificate in Website Development	1	2	0	2	5
Certified Business Computing Professionals	3	5	4	3	15
Class B CDL	0	1	3	1	5
CNC Machining Certificate	0	1	1	1	3
Combination Welder Certificate	0	3	3	0	6
Computer Aided Designing Certificate	0	0	1	1	2
Electrical Specialist	0	0	1	1	2
EMT Basic	0	0	1	0	1
Forklift Certification	0	0	3	0	3
Graphic Design Certificate	0	0	0	1	1
IT Foundations	0	1	1	1	3
Mechanical Systems Specialist	0	0	0	1	1
Nurse Aide exam only	0	1	0	0	1
Pharmacy Technician	2	8	6	3	19
Phlebotomy	1	4	5	1	11
Press Brake Operator	1	0	0	0	1
Project Management Master's Certificate	0	0	1	0	1
Truck Driver Class A CDL	3	11	14	11	39
TOTALS	19	66	81	53	219

Participant Outcomes (9/30/09)

Credential FY07	13 of 17	76.47%
Credential FY08	44 of 60	73.33%
Credential FY09 (to date)	46 of 56	82.14%
Credential FY10 (to date)	1 of 1	100%
Total Credentials	104 of 134	77.61%

New employment FY07	13 of 13	100%
New employment FY08	31 of 44	70.45%
Continued with same employer FY08	8 of 44	
Verifying employment status FY08	5	
New employment FY09	20 of 46	43.48%
Continued with same employer FY09	6 of 46	
Verifying employment status FY09	20 of 46	*
New employment FY10	1 of 1	100%
Overall New Employment	65 of 104	62.50%
Overall Employment	79 of 104	75.96%

*Note: Many participants have recently completed training and are actively seeking work at this time. Economic downturn has also impacted employment availability in some industries.

Project Status Quarter 1:

- Challenge: increased interest in program due to economic situation and multiple layoffs. Dislocated Worker funds are very limited so there are higher than usual referrals from this program.
- Marketing to date: 2 series of print advertising: estimated cost \$9,600.00
- Ten participants were on a waiting list from previous fiscal year as they could not start training until after 7/1/09.
- Current obligations for participant tuition through 9/30/09:

Budget	\$85,000.00
Obligations	\$54,532.75
Deobligations	\$691.25
Available resources	\$31,158.50

Deliverables

- Kirkwood Continuing Education & Training Services commits to the following performance deliverables:
 - Enrollment – Enroll 90 participants in Continuing Education certificate programs that meet target population criteria for FY10
 - Career Assessment – Provide career exploration and intake services to ensure high percentage of enrollments successfully complete training.
 - Recruitment – Emphasis recruitment in advanced manufacturing programs in support of regional industry sector initiative
 - Credential Rate – Achieve a 65% credential rate
 - Placement Rate – Achieve an 85% placement rate
 - Wage Tracking—Track and analyze wage tracking of pre-employment and post-employment wages after training intervention.

Numbers Trained

Program Area	Timeline	Number To be Trained
Total Participants		90